

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Correctional Peace Officers Association (CCPOA)  
State Bargaining Unit 6**

**General**

The employer recognizes that the CCPOA contract expires July 2, 2015 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – CCPOA Representation Rights

Article 3 – Organizational Security

Article 4 – State's Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration Procedure

Article 7 – Health and Safety

Article 8 – Training and Career Development

Article 9 – General Personnel

Article 10 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

Article 11 – Hours of Work and Overtime

Article 12 – Transfer, Seniority, Overtime and Layoff

Article 13 – Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

Article 14 – Allowances and Reimbursements

The State will be prepared to discuss changes to this article that are fiscally responsible and that will achieve improved efficiencies within State government.

Article 15 – Salaries

The State will be prepared to discuss changes to this provision consistent with current laws.

Article 16 – General Miscellaneous-All Classifications

Article 17 – Institutional Fire Captains

Article 18 – 998s/634s

Article 19 – CDCR Parole Agents

Article 20 – Correctional Counselors I

Article 21 – Medical Technical Assistants

Article 22 – DJJ IPA Institutional Parole Agents/Casework Specialists

Article 23 – Transportation Units

Article 24 – DJJ Youth Correctional Counselors and Youth Correctional Officers

Article 25 – Camps

Article 26 – Permanent Intermittent Appointments

Article 27 – Application and Duration

Addendum 1 – Addendum to Section 6.07 B

Addendum 2 – Addendum to Section 6.08 C

Addendum 3 – Addendum To Section 13.01

Addendum 4 – Addendum to Section 11.11

Addendum 5 – Addendum to Section 9.12

Addendum 6 – Addendum to Section 10.17

Addendum 7 – Witness Admonishment

Addendum 8 – Addendum to Section 10.20

Side Letter 1 – Regarding Section 27.01 – Retirement Benefits

Side Letter 2 – Regarding Continuous Appropriation

Side Letter 3 – Regarding Mta Jumpsuits

Side Letter 4 – Regarding Pattern and Practice Grievance

Side Letter 5 – Regarding Court Directive

Side Letter 6 – Regarding Field Training Officer

Side Letter 7 – Regarding No Prejudicial Effect

Side Letter 8 – Regarding Workers' Compensation Carve Out

Side Letter 9 – Regarding Stipulated Agreement

Side Letter 10 – Regarding Retired Annuitants

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.